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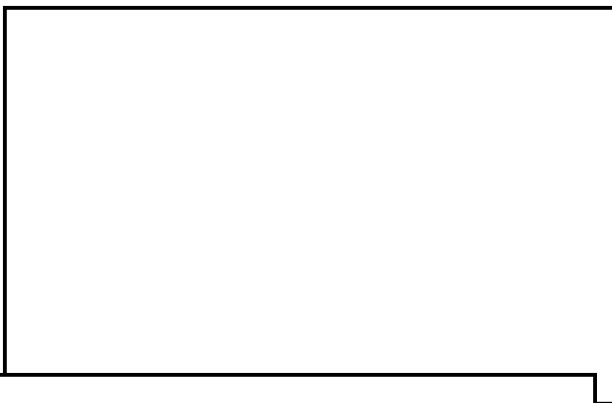
SUMMARY OF THE EXECUTIVE BOARD MEETING

01 JUNE 1981

EB 81-02

Members in Attendance Were:

25X1



AGENDA ITEM:

25X1



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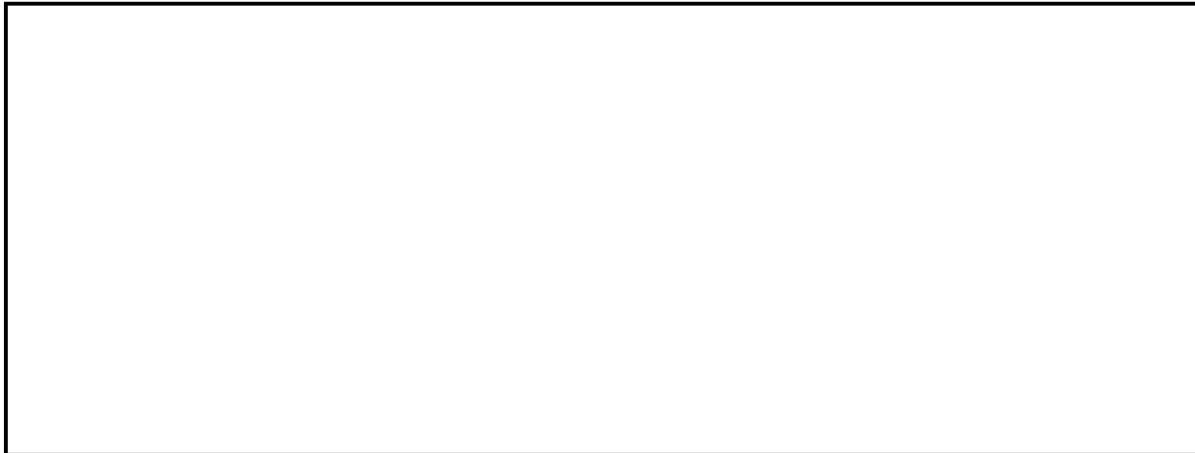


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AGENDA ITEM: Expanded Utilization of Utility Equipment Specialists

[redacted] opened the discussion by referring to the memorandum on this subject that was sent to the Board members. A copy of the memorandum is attached. [redacted] stated that some Area Chiefs, primarily [redacted] have raised a problem of technician disgruntlement. Technicians contend that their highly specialized skills are not being employed to the fullest because of having to perform general purpose construction work. (C) A9c3.4

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As possible solutions to this problem, three options were presented [redacted]

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a. Expand the duties of U.E.S.'ers to include basic construction work now being performed by OC technicians.

b. Enlist the services of a permanent [redacted]

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c. Change the training and utilization of new technicians. Technicians would not be given any training at first, and would serve their first tour as technician helpers doing mostly construction type work. Afterwards they would receive specialized technical training a la current practice. (U)

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[ ] commented that there are [ ] U.E.S.'ers worldwide and that if option a. were considered, he recommended adding [ ] This could be accomplished at the expense of some technician slots. (C) A9c5.2

Additional comments were solicited from the Board members. [ ] did not favor a permanent [ ] and had some doubts about the expanded use of Utility Equipment Specialists. It was unclear to him as to what would be expected of U.E.S.'ers and exactly what additional tasks would have to be performed. (C) A9c5.2

[ ] said that tasking U.E.S.'ers with general purpose construction work could cause problems with them as they, too, are highly specialized in generator- and air conditioning maintenance and repair. It could be a waste of talent if these individuals had to perform general construction work. [ ] commented that this could be offset by using additional U.E.S.'ers at a lower grade (GS-11) who would specialize in general construction work. (C) A9c5.2

[ ] questioned how much general construction work is now being done by OC technicians. It seemed to him that it is relatively small and that they frequently have help from local work forces, [ ] etc. (C) A9c5.2

[ ] asked if anyone has pursued the idea of getting a permanent [ ] [ ] replied that Chief, [ ] had, and that the response from the [ ] Chief in [ ] was encouraging. The Board members, however, were generally doubtful of this prospect. (C) A9c5.2

[ ] stated that if a decision is made to have a special work force perform construction type work that this may be a bad message to OC technicians. They will come to believe they are no longer required to perform any kind of construction work. (C) A9c5.2

The question, "Is there really a problem here?" was asked. [ ] said the problem was first raised in [ ] with some following [ ] Nothing from [ ] [ ] (C) A9c3.4

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25X1 [ ] added the issue of the new "work ethic" and  
some of the problems HRD is having with new employees and  
their approach/attitudes toward the job. This includes the  
desire to work only in their job specialty and the dislike  
25X1 of out-of-specialty duties. While reluctantly acknowledging  
the new work ethic, [ ] stated that OC technicians used  
to, and many still do, take pride in their comcenter  
installations where they performed construction along with  
technical work. It seemed to [ ] that OC is being too  
25X1 accommodative to this new work ethic and that more emphasis  
should be placed on the needs of this Office, even at the  
expense of some technician discontent and severance. He  
stated that OC should educate new technicians rather than  
merely accommodating their desires. Efforts should be made  
to get them to adapt to OC's requirements and attempt to  
instill a sense of pride in their accomplishments. A  
general discussion on this subject followed. (C) A9c5.2

25X1 [ ] brought the meeting to a close by stating  
the consensus of the Executive Board -- use the approach  
25X1 suggested by [ ] to try to get our technicians to  
adapt to the needs of the Office through OC leadership and  
socialization. (U)

[ ]  
Secretary

(C) A9c5.2

25X1 Attachments

APPROVED:

[ ]  
Director of Communications

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**SECRET**

OCE-M81-125

100-1

MEMORANDUM FOR: Director of Communications

FROM:

Chief, Engineering Division, OC

SUBJECT:

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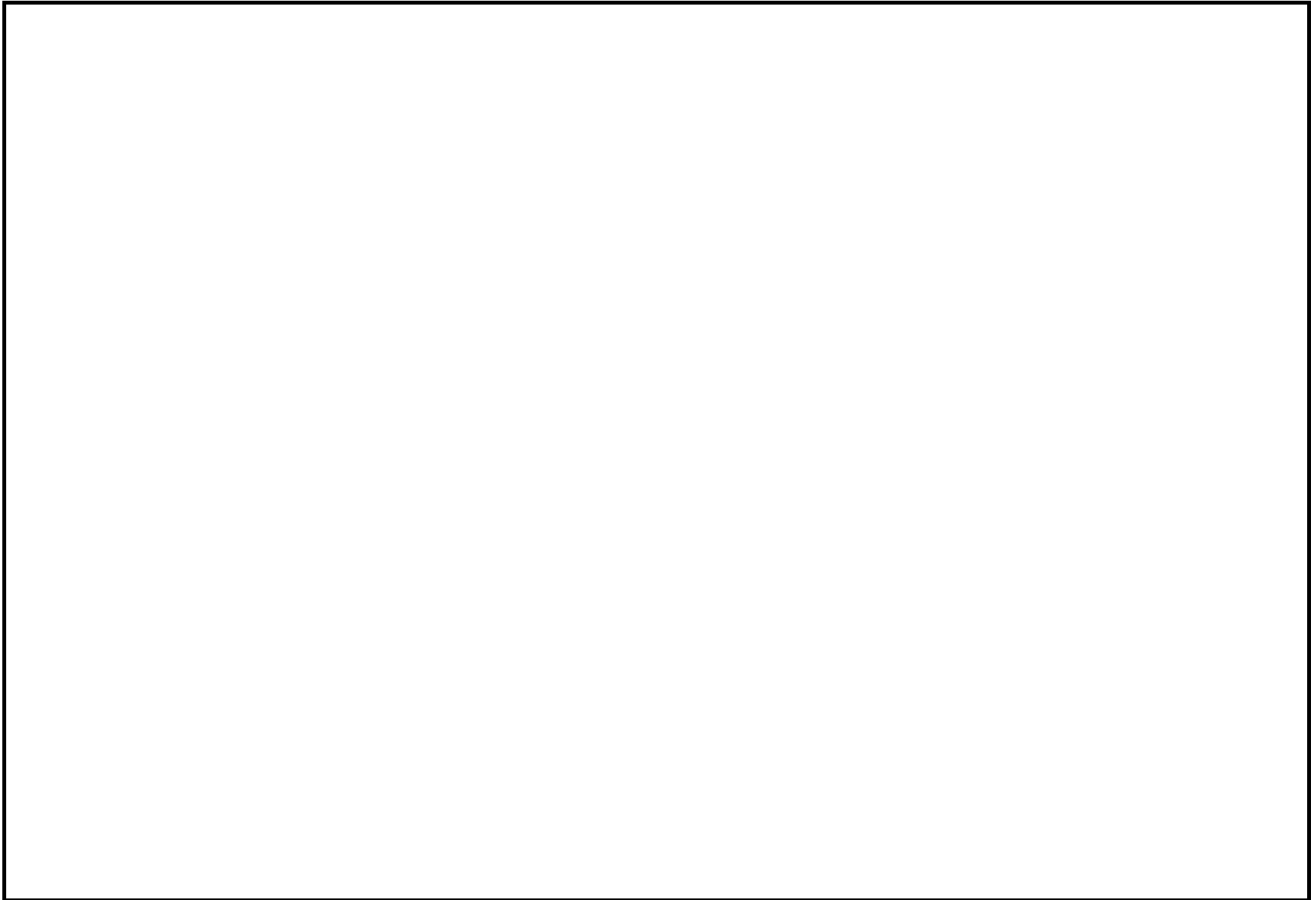
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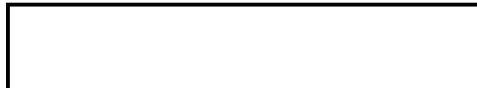
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(C) A9c5.2

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OC-M81-387

26 May 1981

MEMORANDUM FOR: OC Executive Board Members

25X1 FROM:

[REDACTED]  
Director of Communications

SUBJECT: Greater Utilization of Utility Equipment  
Specialists (U)

1. There may be an evolution taking place in the type of skills which our entering technicians are bringing to us and in the type of skills which these EOD technicians expect to use. Historically, we have expected technicians to represent a general purpose construction force, not only maintaining electronic equipment, but knocking holes in walls, installing conduits, and engaging in various aspects of construction trade. There are some indications that this utilization is causing disillusionment and disgruntlement among a work force that is anticipating being used primarily or exclusively in the area of skills training. (U)

25X1 2. There are a couple of options which might be explored which could serve to eliminate this problem, if it is a problem. One would be to expand our core of Utility Equipment Specialists in broad numbers and functions, in effect using these individuals as a construction cadre. This would cause a substantial realignment in terms of numbers and grades. Another possibility would be to seek from [REDACTED] a dedicated group of appropriately skilled [REDACTED] If we were to pursue the latter course, we might be able to permanently billet such a force [REDACTED] [REDACTED] (C)

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3. Please think carefully upon this area of personnel utilization and be prepared to discuss it at the Executive Board. (U)

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